

Amendments to the Claims:

This listing of claims will replace all prior versions, and listings, of claims in the application:

Listing of Claims:

- 1 1-18. (Canceled)
- 1 19. (Currently Amended) A system for workforce procurement and
2 management using a hosted network application, comprising:
3 a plurality of web servers for hosting a workforce procurement and management
4 application;
5 at least one database server;
6 at least one database for storing a plurality of data including the workforce
7 procurement and management application, wherein the workforce procurement and management
8 application includes a plurality of modules accessible at varying levels to different participants in
9 a hosted workforce procurement and management process, the modules comprising,
10 ~~an exchange module comprising a search function;~~
11 a skills fulfillment module comprising,
12 ~~a skills requirement function for specifying skills required a~~
13 staffing requirement for a project; and
14 a settlement function for tracking expenditures on a the project;
15 ~~an exchange module comprising a search function for matching a digital~~
16 portfolio of a contractor to the staffing requirement for the project, wherein the contractor is
17 hired for the project; and
18 a resource management module comprising a work journal function for
19 collecting information about ~~an activity of an individual contractor on an ongoing project, the~~
20 ~~information describing the activity work performed on the project by the hired contractor during~~
21 ~~the ongoing project in which the contractor is hired; and~~

22 a knowledge management module comprising a reporting function and an
23 analysis function; and
24 ~~maintaining a database coupled to the plurality of modules.~~

1 20. (Original) The system of claim 19, wherein the exchange module further
2 comprises:
3 a sourcing function for specifying sourcing preference and rules for a project; and
4 a transaction management function for managing a hiring process including
5 sourcing, interviewing, and negotiation.

1 21. (Previously Presented) The system of claim 19, wherein the skills
2 fulfillment module further comprises:
3 a request for proposal (RFP) function for entering an RFP;
4 a work order function for documenting terms and conditions of a project;
5 a purchase order function for generating a purchase order in response to an
6 approved work order;
7 a logistics management function for facilitating the logistical components of a
8 hiring process including management of blood testing, badging, and facilities;
9 a fulfillment management function for managing the fulfillment of sourcing
10 requirements, including maintaining a status of sourcing requirements; and
11 a risk management function for facilitating the pre-qualification of a contractor
12 and a consultant and for monitoring compliance with government rules and regulations.

1 22. (Original) The system of claim 19, wherein the resource management
2 module further comprises an expense reporting function.

1 23-24. (Canceled)

1 25. (Currently Amended) The system of claim 19 ~~24, wherein the participant~~
2 ~~includes a contractor, a staffing supplier, and a recruiter, and wherein the staffing requirement~~

3 ~~predetermined criteria~~ includes a list of staffing suppliers, and a list of skills, and wherein the
4 ~~staffing requirement is predetermined criteria~~ are generated by the analysis function.

1 26. (Currently Amended) The system of claim 19 25, wherein the different
2 participants include a contractor who is an individual contingent worker, a client who is an
3 employee of an enterprise, a recruiter who sells a service of finding contingent workers, and a
4 staffing supplier who sells a service of finding contingent workers, including finding multiple
5 contingent workers to staff a project, wherein the different participants have varying levels of
6 access to the hosted network application based upon attributes, wherein attributes include
7 personal attributes associated with a participant, and enterprise attributes associated with an
8 enterprise using the hosted network application.

1 27. (Currently Amended) The system of claim 19, wherein the work journal
2 function comprises:
3 ~~the contractor entering~~ receiving data into a work journal data entity, wherein the
4 entered data comprises,
5 hours worked by the hired contractor;
6 type of work done by the hired contractor; and
7 comments regarding work done by the hired contractor;
8 ~~a client who is a manager reviewing the work journal data entity;~~
9 ~~the manager approving~~ receiving an approval of the work journal data entity; and
10 ~~the manager entering comments into the work journal data entity.~~

1 28-29. (Canceled)

1 30. (Currently Amended) The system of claim 21, wherein the work order
2 function comprises:
3 ~~a participant~~ generating a work order based upon a successful search for a
4 contractor;

5 ~~at least one participant~~ receiving a review of ~~reviewing~~ the work order at least one
6 level in order to determine whether to approve the work order;
7 if the work order is not approved, returning the work order to a level below the
8 level at which it was not approved; and
9 collecting data regarding the work order, approval, and failure to approve in the
10 database, wherein the knowledge management module accesses the collected data.

1 31-32. (Canceled)

1 33. (Previously Presented) The system of claim 21, wherein the request for
2 proposal function comprises:
3 receiving a request for proposal including a list of required contingent workers
4 and their associated skills;
5 linking the request for proposal with a project specification that includes data
6 regarding a project to be staffed;
7 generating a search based upon the request for proposal and the project
8 specification, wherein the search uses the exchange module;
9 broadcasting at least part of the request for proposal to publicly accessible
10 applications;
11 receiving responses to the request for proposal; and
12 conducting bargaining based upon responses to the request for proposal including
13 auctions and reverse auctions.

1 34. (Canceled)

1 35. (Currently Amended) The system of claim 19, wherein the analysis
2 function comprises:
3 automatically performing an analysis of at least one report based upon criteria
4 selected by a participant; and

5 ~~the participant receiving a change of~~ changing at least one attribute based upon a
6 review of the analysis by the participant.

1 36. (Original) The system of claim 19, wherein the hosted network
2 application is hosted on the Internet.

1 37-40. (Canceled)

1 41. (New) A method for workforce procurement and management using a
2 hosted network application, the method comprising:

3 receiving, into a requirement function from a client, a staffing requirement for a
4 project;

5 matching a digital portfolio of a contractor to the staffing requirement for the
6 project, wherein the contractor is hired for the project ; and

7 collecting, into a work journal function, information about work performed on the
8 project by the hired contractor.

1 42. (New) The method of claim 41, further comprising receiving a review of
2 the work performed on the project by the hired contractor.

1 43. (New) The method of claim 41, further comprising tracking expenditures
2 on the project with a settlement function.

1 44. (New) The method of claim 41, further comprising analyzing the
2 performance of the hired contractor and reporting the analysis.

1 45. (New) The method of claim 41, further comprising reporting expenses
2 incurred on the project.

1 46. (New) The method of claim 41, wherein the staffing requirement includes
2 a list of suppliers and skills for the project.

1 47. (New) The method of claim 41, further comprising:

2 receiving a sourcing preference and a set of rules for the project; and
3 managing a hiring process including sourcing, interviewing, and negotiation with
4 a transaction management function.

1 48. (New) The method of claim 41, wherein the client is a an employee of an
2 enterprise, a recruiter who sells a service of finding contractors, or a staffing supplier who sells a
3 service of finding contractors, wherein the different participants have varying levels of access to
4 the hosted network application based upon attributes, wherein attributes include personal
5 attributes associated with a participant and enterprise attributes associated with an enterprise
6 using the hosted network application.

1 49. (New) The method of claim 41, wherein the matching comprises
2 performing a search for a contingent position based upon criteria entered by a contractor,
3 wherein the contingent position is associated with the project.

1 50. (New) The method of claim 41, further comprising:
2 receiving a request for proposal (RFP) for a specification of the project, including
3 a list of required contractors and their associated skills;
4 documenting terms and conditions of a project with a work order function;
5 generating a purchase order in response to an approved work order with a
6 purchase order function;
7 facilitating the logistical components of a hiring process including management of
8 blood testing, badging, and facilities with a logistics management function;
9 managing the fulfillment of sourcing requirements, including maintaining a status
10 of sourcing requirements with a fulfillment management function; and
11 facilitating the pre-qualification of a contractor and a consultant and for
12 monitoring compliance with government rules and regulations with a risk management function.

1 51. (New) The method of claim 50, further comprising:

2 generating a search based upon the request for proposal and the project
3 specification;
4 broadcasting at least part of the request for proposal to publicly accessible
5 applications;
6 receiving responses to the request for proposal; and
7 conducting bargaining based upon responses to the request for proposal including
8 auctions and reverse auctions.

1 52. (New) The method of claim 41, wherein the collecting of information into
2 the work journal function comprises:

3 receiving hours worked by the hired contractor;
4 receiving information as to the type of work done by the hired contractor;
5 receiving comments regarding work done by the hired contractor; and
6 receiving an approval of the work journal information.

1 53. (New) The method of claim 52, further comprising automatically
2 updating the digital portfolio of the hired contractor with data from the approved work journal.

1 54. (New) The method of claim 41, further comprising:
2 receiving a plurality of digital portfolios, each for a different contractor; and
3 matching more than one digital portfolio to the staffing requirement for the
4 project.

1 55. (New) The method of claim 41, further comprising:
2 populating a first of a plurality of digital portfolios, each for a different contractor,
3 with data extracted from an electronic resume; and
4 populating a second of the digital portfolios with data from systems external to
5 the hosted network application.

1 56. (New) The method of claim 54, wherein the matching comprises

2 performing a search of the digital portfolios of the contractors based upon the
3 staffing requirement received from the client.

1 57. (New) The method of claim 56, further comprising:
2 generating a work order based upon a successful match of a digital portfolio;
3 receiving a review at a first level of the work order to determine whether to
4 approve the work order;
5 if the work order is not approved, returning the work order to a level below the
6 first level; and
7 collecting data regarding the work order, approval, and failure to approve.

1 58. (New) The system of claim 19, wherein the work journal function further
2 comprises a work journal approval function that receives a review of the work performed by the
3 hired contractor.

1 59. (New) The system of claim 19, wherein the search function comprises:
2 performing a search for a contingent position based upon criteria entered by a
3 contractor, wherein the contingent position is associated with the project.

1 60. (New) The system of claim 27, wherein the work journal function further
2 comprises automatically updating the digital portfolio of the hired contractor with data from the
3 work journal.

1 61. (New) The system of claim 19, further comprising a digital portfolio
2 function including:
3 populating a first of a plurality of digital portfolios, each for a different contractor,
4 with data extracted from an electronic resume; and
5 populating a second of the digital portfolios with data from systems external to
6 the hosted network application.

1 62. (New) The system of claim 61, wherein the search function comprises:

2 performing a search of the digital portfolios of the contractors based upon the
3 staffing requirement of the project.

1 63. (New) An information storage medium having a plurality of instructions
2 adapted to direct an information processing device to perform an operation for workforce
3 procurement and management using a hosted network application, the operation comprising the
4 steps of:

5 receiving, into a requirement function from a client, a staffing requirement for a
6 project;

7 matching a digital portfolio of a contractor to the staffing requirement for the
8 project, wherein the contractor is hired for the project ; and

9 collecting, into a work journal function, information about work performed on the
10 project by the hired contractor.

1 64. (New) The information storage medium of claim 63, further comprising
2 receiving a review of the work performed on the project by the hired contractor.

1 65. (New) The information storage medium of claim 63, wherein the
2 collecting of information into the work journal function comprises
3 receiving hours worked by the hired contractor;
4 receiving information as to the type of work done by the hired contractor;
5 receiving comments regarding work done by the hired contractor; and
6 receiving an approval of the work journal information.

1 66. (New) The information storage medium of claim 65, further comprising
2 automatically updating the digital portfolio of the hired contractor with data from the approved
3 work journal.

1 67. (New) The information storage medium of claim 63, further comprising:
2 populating a first of a plurality of digital portfolios, each for a different contractor,
3 with data extracted from an electronic resume; and

4 populating a second of the digital portfolios with data from systems external to
5 the hosted network application.

1 68. (New) The information storage medium of claim 63, further comprising:
2 receiving a request for proposal (RFP) for a specification of the project, including
3 a list of required contractors and their associated skills;
4 documenting terms and conditions of a project with a work order function;
5 generating a purchase order in response to an approved work order with a
6 purchase order function;
7 facilitating the logistical components of a hiring process including management of
8 blood testing, badging, and facilities with a logistics management function;
9 managing the fulfillment of sourcing requirements, including maintaining a status
10 of sourcing requirements with a fulfillment management function; and
11 facilitating the pre-qualification of a contractor and a consultant and for
12 monitoring compliance with government rules and regulations with a risk management function.

1 69. (New) The information storage medium of claim 68, further comprising:
2 generating a search based upon the request for proposal and the project
3 specification;
4 broadcasting at least part of the request for proposal to publicly accessible
5 applications;
6 receiving responses to the request for proposal; and
7 conducting bargaining based upon responses to the request for proposal including
8 auctions and reverse auctions.

1 70. (New) A method for workforce procurement and management using a
2 hosted network application, the method comprising:
3 receiving, into a requirement function from a client, a staffing requirement for a
4 project;

5 matching a digital portfolio of a contractor to the staffing requirement for the
6 project, wherein the contractor is hired for the project ; and
7 collecting, into a work journal function, information about work performed on the
8 project by the hired contractor, wherein the information relates to the type of work performed by
9 the contractor;
10 receiving an approval of the work journal information; and
11 automatically updating the digital portfolio of the hired contractor with data from
12 the approved work journal.